





MISSION STATEMENT

ENHANCE
PUBLIC SAFETY

ENSURE
VICTIMS' RIGHTS

EFFECT POSITIVE
PROBATIONER
BEHAVIORAL CHANGE

REBUILD LIVES AND
PROVIDE FOR HEALTHIER
AND SAFER COMMUNITIES

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CHIEF'S MESSAGE

Welcome to the Probation Department's 2012 annual report. This report reflects some of our featured programs as well as our priority accomplishments for the year. In 2012, we were faced with significant new challenges and opportunities. This was also my first year leading the Los Angeles County Probation Department. With over 6,500 employees and an \$820 million budget, I can say that it was a year filled with tremendous learning and challenges for me. Based on performance expectations set by the Board of Supervisors, in 2012, the executive management team and staff set out on a path to begin implementing a plan to transform and improve departmental operations, restore its credibility and reputation, and progressively move this agency towards becoming a high performing organization.

One of the greatest challenges ever faced by the Department was the implementation of AB 109, the State's Public Safety Realignment program that shifted the responsibility of approximately 12,000 State parolees to our Probation Department. We worked closely with our key partners on a plan to best deliver a myriad of public safety services to this population. In addition, through effective management and teamwork, we increased from 32% to 90% compliance with the United State's Department of Justice's objectives related to our camp operations, and continued to reduce our juvenile hall population to historic lows. Our instances of employee injuries and claims were also reduced in excess of 20% over the year, the largest reduction of any County department. Lastly, we were finally able to restructure the Department and eliminate a years old structural fiscal deficit and finish the FY 2011-12 with a budget surplus. This will allow us to focus on moving forward and concentrating on the effectiveness of our programs, and the restoration where appropriate, of important operations instead of focusing on cutting and delaying important programs.

The Department is comprised of many high-achieving, professional employees who have committed to being a part of the transformation into a high-performing organization. This transformation has and will continue to be difficult and will require questioning the status quo and resisting the business-as-usual approach. I am heartened by the number of staff who have enthusiastically supported the path we have undertaken. We are beginning to see our efforts pay off and will continue to work tirelessly together on what will be a multi-year journey. This is a path that is paved with the fundamental foundations of honesty, integrity, professionalism, and a desire to be seen as leaders in our profession.

I remain committed to providing public safety in our communities and quality services to those under our care and supervision, and equally as important, providing a safe environment for my staff. Although much work remains, we will continue to collaborate with our key partners and stakeholders, and remain committed to our mission through continued reform, rehabilitation, and reduced recidivism. It is a privilege and honor to lead this organization and to provide you with a sampling of our accomplishments in 2012. In 2013, we will accomplish even more!

JERRY E. POWERS

Chief Probation Officer



EXECUTIVE TEAM



Jerry E. Powers, Chief Probation Officer

Don Meyer, Assistant Chief Probation Officer, Institutions

Margarita Perez, Assistant Chief Probation Officer, Adult/Juvenile Field Services and AB 109

Reaver E. Bingham, Deputy Chief, Field Services Division

Felicia Cotton, Deputy Chief, Juvenile Institutions, Placement, and Quality Assurance Bureaus

Amalia Lopez, Executive Assistant

THE BOARD OF SUPERVISORS OF LOS ANGELES COUNTY



Supervisor Zev Yaroslavsky, *Third District*

Supervisor Gloria Molina, *First District*

Chairman, Supervisor Mark Ridley-Thomas, *Second District*

Supervisor Don Knabe, *Fourth District*

Supervisor Michael Antonovich, *Fifth District*

THE LOS ANGELES COUNTY SUPERIOR COURT

Hon. David S. Wesley, *Presiding Judge, Los Angeles Superior Court*

Hon. Carolyn B. Kuhl, *Assistant Presiding Judge, Los Angeles Superior Court*

Hon. Michael Nash, *Presiding Judge, Juvenile*

Hon. Margaret Stanley, *Supervising Judge, Juvenile*

WE ARE L.A. COUNTY PROBATION



DID YOU KNOW...

Los Angeles County Probation Is the largest Probation Department in the Nation

Probation is the only agency in the County that daily partners with and impacts decisions made by mental health, law enforcement courts schools families, child welfare, community-based organizations and advocates.

L.A. County Probation has over 1,000 foster youth in the system.

L.A. County Probation is the first Probation Department to complete a successful adoption in Delinquency Court

L.A. County Probation offered \$80,000 in college scholarships in 2012



The Los Angeles County Probation Department is the largest probation department in the nation with 6,500 employees contributing to the supervision more than 80,000 adult and juvenile probationers.

Probation is the only agency in the County that partners on a daily basis with schools, families, child welfare agencies, mental health and public health services, local and county law enforcement, and community based organizations and advocates. Our approach to preserving public safety through the stabilization of our probationers involves a unique combination of suppression of criminal activity while also providing social services such as housing, job training, counseling and education.

In his first full year as Los Angeles County Probation Department's Chief Probation Officer, Jerry Powers put in to action an ambitious and well-needed strategic plan as delineated by the Board of Supervisors. The following key initiatives highlight some of Probation's accomplishments.





LOS ANGELES COUNTY PROBATION DEPARTMENT 2012-2013

FEATURED PROGRAMS



AB 109 TEAM

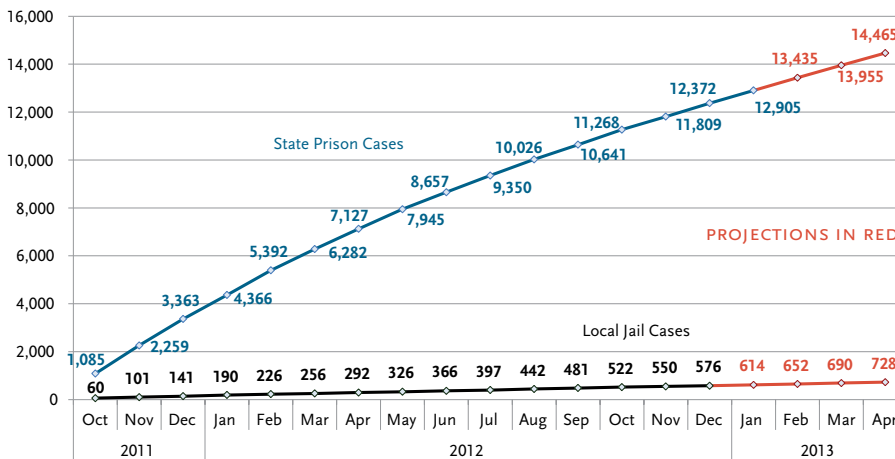


Eric Ufendu, *Director*
Jennifer Kaufman, *Director*
Eric Newby, *Director*
Ed Johnson, *Bureau Chief*
Randall Pineda, *Director*
Reaver E. Bingham, *Deputy Chief*
Cassandra Floyd-Branch, *Director*
Howard Wong, *Lead Director*
Ruben Montes, *Director*

Asssembly Bill 109 (AB 109) also known as Public Safety Realignment/Post Release Community Supervision is resulting in an historic transformation for Probation. This legislation became effective in October 2011, and shifted the supervision of individuals in State custody, convicted of non-violent, non-serious, and non-high-risk sexual offenses, to local county jurisdictions. Under the law, the Probation Department is tasked with supervising some of the most sophisticated and seasoned criminals being released from State Prison.

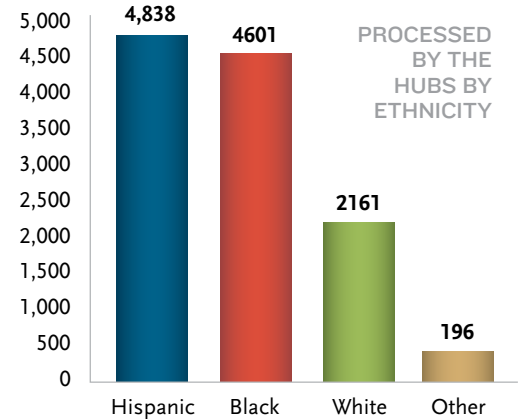
CUMULATIVE AB 109 CASES

OCTOBER 2011 THROUGH JANUARY 31, 2013 + PROJECTIONS



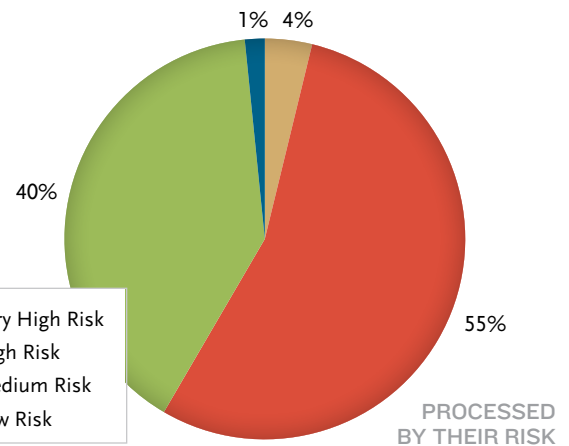
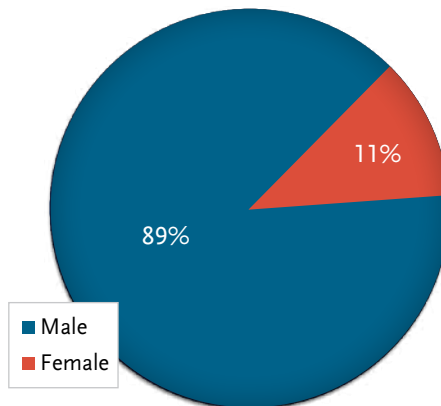
* Figures for local jail cases provided by Los Angeles County Superior Court

POSTRELEASE SUPERVISED PERSONS



POSTRELEASE SUPERVISED PERSONS

PROCESSED BY THE HUBS BY GENDER



COUNTY COMPARISON DATA

The Probation Department has established a new AB 109 Bureau along with the following objectives:

- Hire and train approximately 470 Deputy Probation Officers and Supervising Deputy Probation Officers, as well as managers and support staff;
- Establish a comprehensive and holistic approach towards supervision by partnering and collaborating with the Departments of Mental Health (DMH), Public Health's Substance Abuse Prevention and Control (DPH-SAPC), Public Social Services (DPSS), and Sheriff (LASD), as well as other local law enforcement agencies and community- and faith-based organizations; and
- Implement an evidence-based supervision model which includes establishing appropriate supervision ratios based

DID YOU KNOW...

AB 109 Post Supervised Persons are assessed by Departments of Probation, Mental Health, Public Health and Social Services at six HUB sites?

on assessed risk-levels; and developing case plans that addressed criminogenic risks/needs, mental and physical health issues, substance abuse, housing and employment needs, while employing the use of Cognitive Behavioral Therapy and graduated intermediate sanctions, when applicable.

The level of collaboration and partnership is unlike anything the Department has ever experienced. AB 109 Deputies are assigned and co-located to Field Compliance Units with the following local law enforcement agencies: Los Angeles, Burbank, Torrance, Long Beach, Montebello, Pasadena, South Gate, Pomona, Glendale, and the Los Angeles County Sheriff's Department.

DID YOU KNOW...

Probation has a Mobile Assistance Team to transport AB 109 probationers from HUB sites to treatment and housing providers?

DEPARTMENT OF JUSTICE PROJECT



Maria Salinas, *DPO II*
Madelyn Valencia, *DPO I*
Robert Hill, *SDPO*
Lorena Lamas, *DPO II*
Ronald Barrett, *Bureau Chief*
Frank Berumen, *SDPO (top center left)*
Michael Chatman, *GSN (center)*
Laura Huezo, *DPO I (top center right)*
Eric Tittle, *DPO I*
Johner Jackson, *SDPO*
Cecilio Peña, *Special Assistant*

The Department has achieved approximately 90% substantial compliance with the agreement with the United States Department of Justice (DOJ) pertaining to the Juvenile camps. What began as an investigation by the DOJ in to the practices at the juvenile camps has turned in to a positive collaboration to improve services and conditions for Probation youth. The County and the DOJ collaborated and agreed to extend the compliance period for the settlement agreement until December 31, 2014. This reflected the confidence the DOJ has in the Probation Department.

Over the course of the past eight years, the DOJ Project Management Bureau has achieved positive outcomes, including:

- Increased supervision of youth and (separated this sentence in to the next (additional) bullet point)
- Minimized the occurrences of threatening and/or abusive institutional practices in concert with the youth survey process;
- Improved policies, procedures, training and/or practices related to grievance management, facility orientation, classification, contraband management, use of force, OC spray utilization, and use of force reviews;
- Significantly reduced youth on youth violence and child abuse reporting; and
- Fully implemented early intervention and managing of self-harming youth.

In early 2006, the Board of Supervisors created the DOJ Project Management Bureau, an operational compliance and audit/assessment bureau, in response to a lengthy investigation of conditions of confinement by the United States Department of Justice Civil Rights Division. The goal was to address and correct fifty-six (56) issues relating to the conditions of confinement of youth in the juvenile halls that potentially violated the civil rights of these youth.

In late 2008, the DOJ charged the County, Departments of Probation, Mental Health, and Health Services, with addressing and correcting additional issues relating to youth confinement conditions at probation camps.

The County continues to collaborate with the monitors assigned by the federal government regarding four of the remaining five Provisions associated with staffing, rehabilitation and behavior management, substance abuse, and system (audits), and is working diligently to achieve substantial compliance. This includes additional measures to giving youth more community alternatives. The Department is now working on implementing:

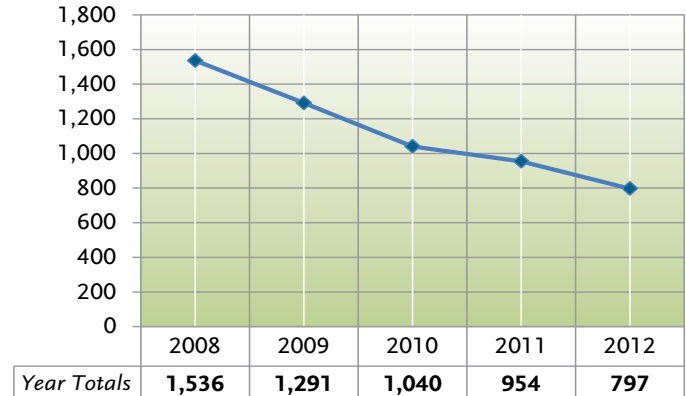
appropriate practices designed to minimize juvenile hall confinement;

appropriate practices designed to minimize camp confinement;

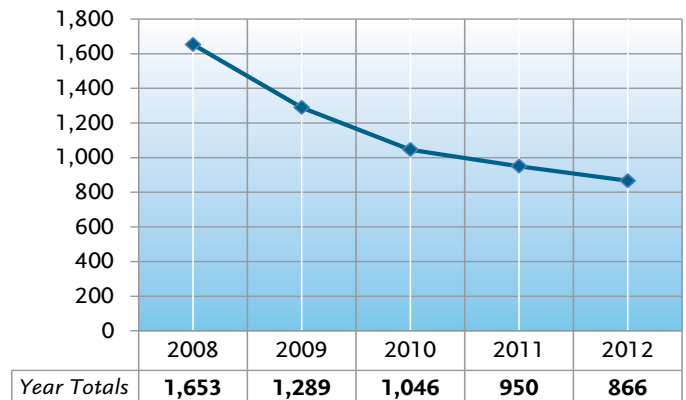
camp minors receive appropriate rehabilitative services;

camp minors receive transition services to facilitate return to the community;

Safe Crisis Management



Youth-on-Youth Violence



camp minors that transition to the community receive appropriate services;

alternative placement available for minors that cannot return to their homes

a research entity to evaluate the effectiveness of Probation services for minors detained in camp and transitioned back to the community

All of the facilities operated by the Probation Department are audited regularly by the DOJ Project Management Bureau which continues to guide the compliance efforts of the Probation Department. All of the accomplishments are the result of collaborative efforts of the dedicated line staff, supervisors, and managers working at all of the facilities.

DOMESTIC MINOR SEX TRAFFICKING



Lucrezia Carter, *DPO II*
Dave Mitchell, *Bureau Chief*
Kimberely McKinney, *DPO II*
Markese Freeman, *SDSO*
Katrina Wade, *DPO II*
Terrika Woolfolk, *DPO II*

The Los Angeles County Probation Department is the only probation department in the nation with a dedicated Domestic Minor Sex Trafficking (DMST) Unit, specifically formed to address the needs of commercially sexually exploited children who have been arrested and/or detained by law enforcement for prostitution crimes.

The development of the Domestic Minor Sex Trafficking Unit demonstrates the Department's understanding and commitment to girls who have been sexually exploited.

Human trafficking today is viewed as the fastest growing criminal enterprise in the 21st Century with a \$9 billion industry, second largest to drug trafficking. Our Probation staff noticed a disturbing trend – girls under supervision after being convicted of prostitution-related charges, talking about being tortured, transported, and bought and sold for sex. Probation officers realized these girls were not criminals, but victims of highly sophisticated sex traffickers.

Through 2012, the founding directors of DMST, Michelle Guymon and Hania Cardenas, used the \$350,000 grant from Title II funding to launch a pilot project to provide health, mental health, mentoring and after-care services for these youth.

The Probation Department has been working collaboratively with the Board of Supervisors, the courts, law enforcement, and social services agencies, to develop an effective prevention/intervention strategy for rehabilitative services for Department of Children and Family Services and Probation youth who are at risk or have been victims of sexual exploitation.

As part of the Department's strategic effort to combat further commercial sexual exploitation of youth, the following county-wide strategies have been implemented: awareness training provided to 2,000 individuals to date, a 10-week prevention curriculum titled "My Life Choice", and extensive media coverage. The Probation Department's most proud moment occurred on June 25 and 26, 2012, at the Embassy Suites Hotel in Downey, CA. – the DMST program hosted the first annual "Inspiring Hope through Survivor Leadership" two-day Empowerment Conference for 42 juvenile DMST victim/survivors and community partners.



SPECIAL ENFORCEMENT OFFICERS



John Perico, *DPO II*
Angel Gonzalez, *DPO II*
Sal Nunez, *DPO II*
Doris Villegas, *DPO II*
Steve Howell, *SDPO*
Jim Shrout, *DPO II*
Dawn Contreras, *DPO II*
Emir Saafir, *DPO II*
Steve Munguia, *DPO II*

The Probation Department's Special Enforcement Operations Unit is an elite unit comprised of armed Deputy Probation Officers who are highly trained, expertly skilled, and tremendously motivated professionals who make them the best of the best at what they do. The Special Enforcement Officers (SEO) conduct searches, plan and execute joint law enforcement special operations such as sweeps, seizures, and warrant enforcement. The SEO collaborates on a regular basis with the LAPD, FBI and the Drug Enforcement Agency. Operations range from gang homicides, organized crime task forces and fugitive apprehension.

NEW ARRESTS BY SUPERVISORIAL DISTRICT

Here is the summary of its major operations:

C.L.E.A.R.,

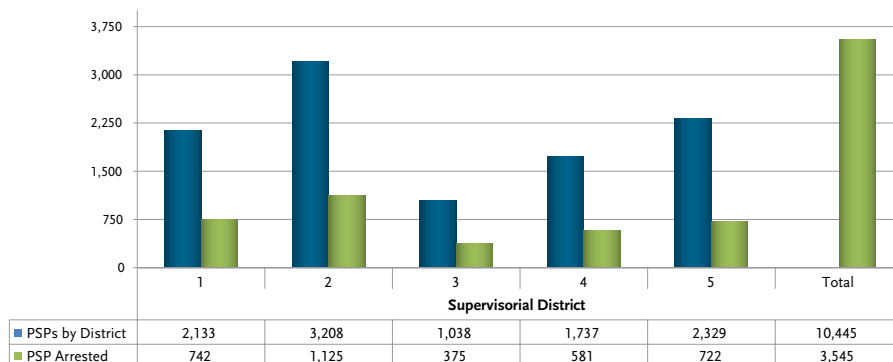
The Los Angeles Community Law Enforcement and Recovery program, is a multi-agency task force where Probation's role is to actively enforce probationers' conditions of probation.

D.I.S.A.R.M.

The Probation Department's unit "Developing Increased Safety through Arms Reduction Management" (D.I.S.A.R.M.) Unit was initiated by Supervisor Michael D. Antonovich in February of 2000, in wake of the tragic August 1999 shootings at the North Valley Jewish Community Center and the murder of a postal worker by an armed felon on probation from Washington State. Since its inception, D.I.S.A.R.M. has since seized more than 7,000 weapons, more than \$300 Million in illegal drugs and drug money and assisted in over 15,000 arrests.

COMPUTER FORENSICS

Throughout 2012, the Probation Department's Computer



*Postrelease Supervised Person

Forensics Unit collaborated with the Los Angeles County Sheriff's Department's Southern California High Tech Computer Crimes Task Force. There were a total of 176 forensic examinations conducted for Probation department cases resulting from searches and/or arrests. The examinations involved 132 cell phones, 12 computers and 32 external media storage devices. Of the 132 examinations conducted, 21 resulted in violations of probation conditions for such things as gang activity, narcotic sales, child abuse, pornography, and cell phones as an instrument of escape from detention facilities.

	1st District	2nd District	3rd District	4th District	5th District	Total
PROBATION SEARCHES:	564	3,840	4,018	3,528	4,953	16,903
Residences	172	994	1,574	1,092	1,496	5,328
Persons	339	2,132	1,968	1,819	2,597	8,855
Vehicles/Businesses/etc	53	714	476	617	860	2,720
WEAPONS CONFISCATED:	34	400	242	218	130	1,024
Rifles/Shotguns	4	14	41	26	17	102
Assault Rifles	2	7	34	1	8	52
Handguns	24	56	93	95	41	309
BB Guns	3	8	17	27	24	79
Knives, Body Armor, etc.	1	315	57	69	40	482
WARRANT ENFORCEMENT:	66	317	458	425	251	1,517
Sought	46	198	282	320	181	1,027
Apprehended	20	119	176	105	70	490
ARRESTS/VIOLATIONS:	138	446	614	369	337	1,904
Juvenile	42	76	40	66	33	257
Adult	96	370	574	303	304	1,647
ARREST/VIOLATION DISPOSITION:	106	605	491	374	436	2,012
Camp	0	17	2	0	0	19
DJJ	0	1	0	0	0	1
Jail	78	231	273	262	273	1,117
Juvenile Hall	24	59	10	64	93	250
Pending	4	212	152	28	57	453
Prison	0	26	18	15	12	71
Other	0	59	36	5	1	101

PROFESSIONAL STANDARDS



First Row (left to right):

Carolynne de Padua, *Special Assistant*

Jennifer Donnell, *Probation Director*

David Grkinich, *Bureau Chief*

Second Row (left to right):

Gina Byrnes, *Supervising Program Analyst*

Patrick Lemaire, *Probation Director*

Francine Jimenez, *Probation Director*

Kevin Kay, *Head Departmental Civil Service Representative*

Chief Probation Officer Jerry Powers and the Board of Supervisors have made it a top priority to reinforce the expectations that the Department of which ninety percent are sworn peace officers, are held to a higher standard 24 hours a day, seven days a week.

The Internal Investigations Office investigates excessive or unnecessary force and other allegations involving staff interaction with incarcerated youth and other types of County and Department policy violations.

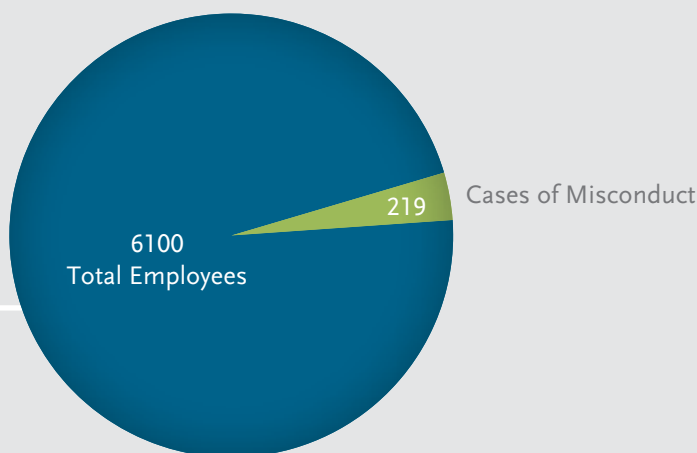
Education Based Discipline program is modeled after the Los Angeles County Sheriff's Department process that reaches a settlement agreement in which the employee agrees to the imposition of discipline on the record and discipline by relevant training rather than suspension without pay.

In December 2012, the Background Investigations Unit (BIU) investigating backgrounds for all new hires, promotions, temporary personnel, contract employees and volunteers. The Department has guidelines that have been established as grounds for disqualification for use by the BIU for evaluating the fingerprints and records of those candidates. In 2012, BIU investigated 3,063 backgrounds, which resulted in either a disposition of cleared or disqualified. Below is the breakdown by candidate type:

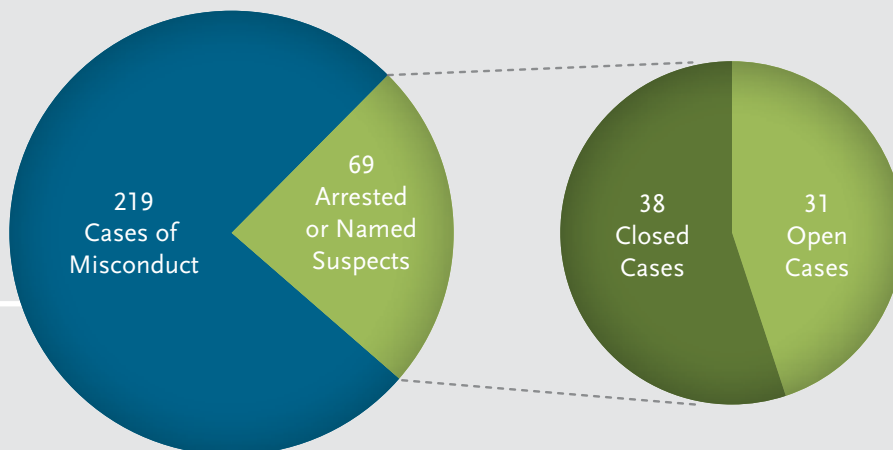
The Staff Training Office provides training for approximately 4500 sworn peace officer staff and approximately 1500 non-sworn personnel. The STO receives approximately \$2.6 to \$2.7 million dollars each training year from STC to offset training expenses. STO is committed to provide good quality and pertinent training to all Probation Department personnel.

PROFESSIONAL STANDARDS BUREAU

ARREST UNIT



EMPLOYEE ARRESTS



RETURN TO WORK



First Row (left to right):

Lena Virgil, Sr. Case Manager

Jordan Dam, Management Analyst

Toyea Sims, Sr. Case Manager

Manik Aidie, Management Analyst (*leaning on counter*)

Second Row (left to right):

Vicky Santana, RTW Co-Manager

Cynthia Maluto, RTW Co-Manager

Ardie Broderick, Case Management Assistant

Monique Conard, Case Management Analyst

At the beginning of 2012, as many as 12% of Probation employees were out on medical leave or on a light duty assignment. Today, that percentage has decline to 10%.

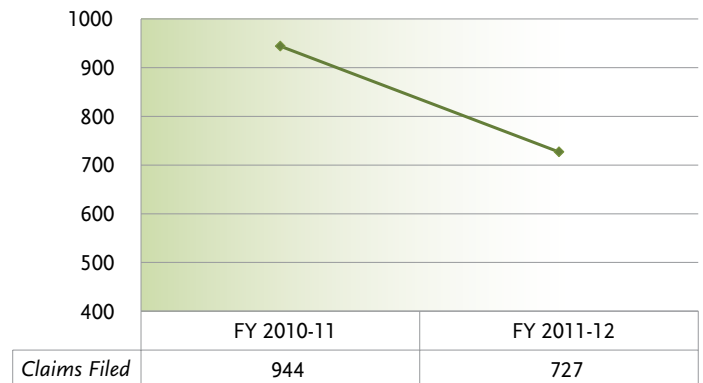
WORKERS' COMPENSATION CLAIMS FILED

Currently, 6% of our employees are on some form of medical leave. The early Return to Work model provide stringent follow-up with injured employees, their medical providers and their operations to ensure that injured workers are in fact, unable to return to work and are accommodated as soon as medically possible to enable them to return to work

In coordination with the CEO's office, Data Profiles were created for these four to provide an analysis of the employees currently out on leave and on light duty assignment. These profiles are being used to change practices at each of these facilities to further reduce the number of employees on the RTW caseload.

Positive Outcomes: created tools for case managers, enhanced reporting to both Probation management and the Board of Supervisors, identified and analyzed trends in each hall and camp to develop site-specific solutions.

The Probation Department's Risk Management Team works

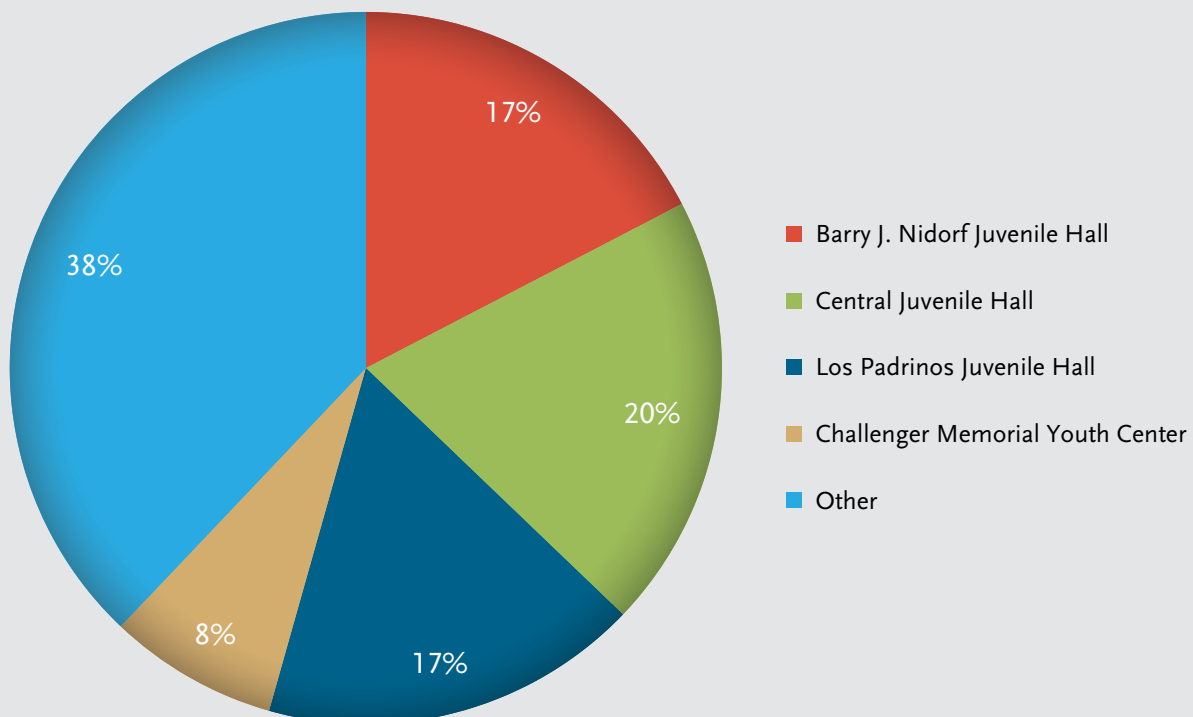


behind the scenes to conduct ergonomic studies of employee work stations, mitigate hazards at each facility, analyze the types of accidents occurring and provide training to minimize rate of incidents.

Continued diligence in this area will strengthen the Probation Department's ability to meet their mission in service to communities by enhancing the quality of our workforce.

RETURN TO WORK PROGRAM CASELOAD

REPRESENTING FOUR PROBATION FACILITIES



EDUCATION REFORM



Jesus Corral, *Senior Probation Director*
Steve Gores, *Program Analyst*
Alan Uriyu, *Deputy Probation Officer II*



Educational Reform is the Department's ambitious movement to change the way instruction is delivered to youth in residence. Probation identified that youth education was problematic. There was a lack of rigor, lack of involvement and disconnect between youth and their education. A federal lawsuit also revealed there were youth graduating without basic skills. Through a partnership with the Los Angeles County Office of Education, community groups, and partner agencies the Road To Success Academy was created. At the Road To Success Academy, youth in residence are now engaging new cognitive approaches in the classroom. . For example, the Project Model creates themed curriculum for girls in camp to study women of the Middle East and creates opportunities for youth to present their findings to the community and their peers at public events. In 2013, youth will study photosynthesis of plants as well as the Mars Rover. This model has proven to be successful in re-engaging disenfranchised youth. The Department is currently working with LACOE to expand this model to other camps.



As of January 2013:

- Seventy-one items on the Probation action plan (87%) are rated as Substantially Compliant.
- Eleven items on the Probation action plan (13%) are rated as Partially Compliant
- The education reform unit is currently working with the Technical Compliance and Advisory team to address the remaining items and bring all 82 items on the action plan into full compliance.

The Educational Reform unit is available as a resource for the Probation Department employees on any and all matters related to the education of the individuals under their care.

From school transcripts, enrollment, issues related student credits, IEPs, or any other educational issue or concern, the education reform unit is there to assist.

This was set into motion after the June 2007 directive from the Los Angeles County Board of Supervisors to overhaul the educational programs for the youth under their care. With this directive came 35 recommendations from the Comprehensive Educational Reform Committee (CERC) that was approved by the Board on October 14, 2008. The Educational Reform unit works closely with LACOE, Local Districts, the courts, and other stakeholders to implement the 35 recommendations and improve the educational outcomes for the youth under the care of the Probation Department.

ADULT FIELD SERVICES BUREAU: INTRODUCTION

More than 10 million people call Los Angeles County home, making it the second-largest metropolitan community in the nation. The Los Angeles County Probation Department supervises the largest population of adult probationers anywhere in the nation.

2012: ADULT FIELD SERVICES BUREAU

- 60,000 adults were supervised in one of the 19 Probation Area Offices located throughout the County.
- 19 Probation Area Offices located throughout the County.

A defendant, now referred to as a probationer is assigned a Deputy Probation Officer or DPO, at an area office. DPOs provide direct referrals for their clients who are in need of assistance with substance abuse, mental health, or behavior modification counseling (i.e., anger management, etc.). DPOs can also provide their clients with assistance in job searches, completing education, and social service benefits if doing so will prove to be productive in abiding by the conditions of

probation ordered by the Court. The objective is to assist the client with a successful completion of probation supervision and ultimately rehabilitation and a productive re-entry into the community.

THE ADULT FIELD SERVICES BUREAU OPERATES SEVERAL UNITS AND DIVISIONS:

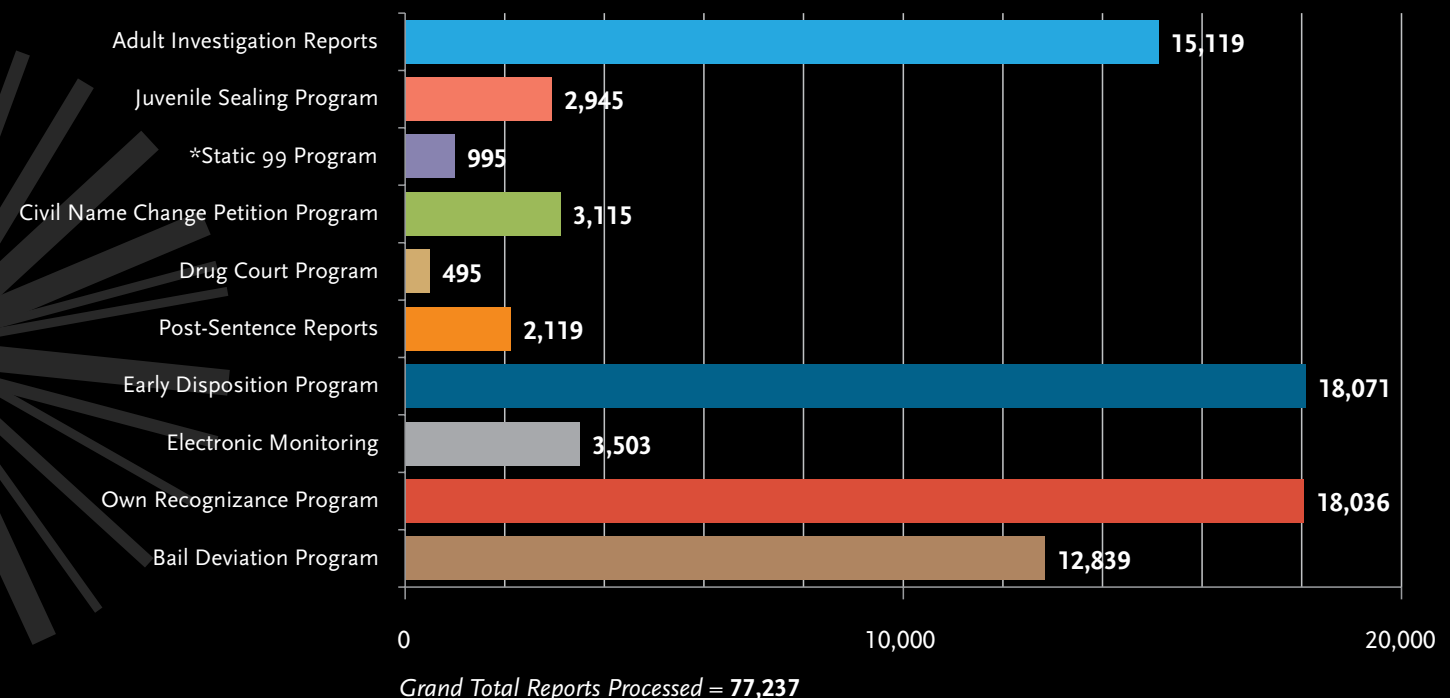
Pretrial Services

Provides crucial information to public entities and the community concerned with safety (i.e., law enforcement, the courts) on matters of detention/incarceration and alternative sentencing.



Director Hania Cardenas
Director Michelle Guymon
Co-Founders, Domestic Minors
Sex Trafficking Unit

PRETRIAL SERVICES DIVISION FISCAL YEAR 2012 REPORTS PROCESSED



*Sex offender assessment that we use to measure risk for criminal sexual deviance

Community Participation – Rivera Middle School Career Day

The Training Academy in a joint effort with the Own Recognition Program participated in the El Rancho Unified School District, Rivera Middle School (Pico Rivera) Career Day. Several Presentations were made to middle school aged children regarding the Probation Department, Pretrial Services, and the benefits of being a Probation Department employee.

“Thank you for supporting our Career Day last school year... We are looking forward to another fun and informative day... If you can return and speak to our students it would be greatly appreciated.”

– Israel Rubio, Career Education Teacher, Rivera Middle School

PTS Employee of the Year

Senior Investigator Brian Chaffee has been with the Probation Department for over 23 years. He is also known as the “PTS Trouble-Shooter”, a real problem solver. He developed two forms on his own time which will undoubtedly reduce the amount of time to process a defendant for a pretrial release decision.



“Working for Los Angeles County has been a pleasure, and I look forward to the challenges and changes the Probation Department will experience in the coming years.”

– Brian Chaffee, Senior Investigator

Day Reporting Centers

The Adult Day Reporting Center (DRC) targets the emerging adult probation population (18-25 year old males) with known gang affiliations. It is a pilot project with the goal of reducing the number of offenders sent to state prison. The DRC program offered on-site:

- Cognitive Behavioral Therapy (CBT) classes
- Mental health and substance abuse treatment,
- GED preparation courses, and employment readiness/job placement services.

DRC participants participate in a nine-month program that is





broken down in to three phases and concludes at a graduation ceremony. Since inception 2008:

More than 110 successful graduates, including those who have moved forward with successful careers with well-known companies, or as students at schools such as the University of Southern California (USC).

The DRC is funded by Senate Bill (SB) 81, a pilot project administered by the California Standards Authority (CSA) with the goal of reducing the number of offenders sent to state prison. Probation partners include: the Department of Alcohol Drug Program Administration, the Department of Mental Health, Century Community Training Program, Los Angeles County Child Support Services Department, San Gabriel Valley Conservation Corps, Department of Public Social Services, Goodwill Industries, Playa Vista Jobs (PVJOBS), and a host of other community groups and organizations.

Additional funding from SB 678, allows the DRC program to expand to two (2) new Day Reporting Centers that will be located in north Long Beach and the Palmdale/Lancaster areas. The goal of the expansion is to increase the number of

probationers receiving DRC serves, as well as to include the Alternative Treatment Caseload (ATC Program).

ALTERNATIVE TREATMENT CASELOAD

Los Angeles County has had a significant reduction in the number of clients being sent to state prison resulting in the award of approximately \$90 million in performance grant funds through SB 678.

Senate Bill (SB) 678, also known as the California Community Corrections Performance Incentives Act of 2009, was enacted in 2009 to establish a system to implement and maintain evidence-based practices in adult felony probation supervision. SB 678 is structured to save State of California General Fund monies while reducing criminal behavior and alleviating state prison overcrowding.

Los Angeles County Probation Department implemented the Alternative Treatment Caseload (ATC) program with this funding. The ATC program emphasized the use of an Evidenced Based Supervision Model, using Cognitive

Behavioral Therapy and Motivational Interviewing, to targeted adult offenders, with the objective of reducing the number of adult probationers returning to incarceration. The program has the potential to serve up to 800 probationers annually. Future SB 678 program initiatives will be implemented as follows:

- the establishment of two additional Day Reporting Centers, in Supervisorial Districts 4 and 5, with the potential of serving up to 1,800 probationers within the first year of operation,
- the establishment of contracts with the Department of Public Health for substance abuse services, one per Supervisorial District, and
- the establishment of a Cognitive Behavioral Therapy program intended to serve up to 2,068 annually.

SB 678 Evaluation

SB 678 requires that 5% of the County's SB 678 funding allotment be used to complete a program evaluation to measure impact and cost effectiveness.. The purpose of the evaluation, in addition to gaining insight into existing initiatives, will assist the Department in the identifying future initiative needs. The Department will release a Request for Proposal for the evaluation of the SB 678 program, requiring a

determination of the best programs. The overall impact of each program will be evaluated and will include whether there is any evidence that the probationer stabilized. Benefits to moderate/moderately high-risk felony offenders; and AB 109 Post Release Community Supervision probationers will be considered.

LOS ANGELES TASK FORCE ON FAN BEHAVIOR

As the newest members of the Southern California Task Force on Fan Behavior, the L.A. County Probation Department is playing a key role in preventing fan violence before, during and after public events. The big game between two notorious football rivals, UCLA and USC was the first time probation officers were deployed to detect and dissuade criminal behaviors. Probation officers are the only law enforcement with regular contact and intimate knowledge of the most likely offenders Statistics show that 1 out of every 130 people is on some form of probation in Los Angeles County. The Department's officers have regular contact with potential offenders and have the ability through probation conditions to dictate who that probationer can consort with and add immediate consequences, such as jail time for drinking and fighting in public.



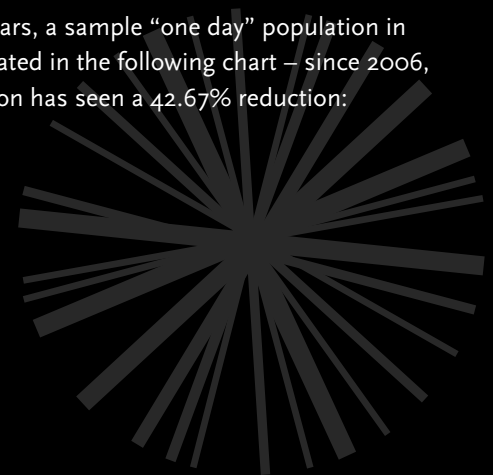
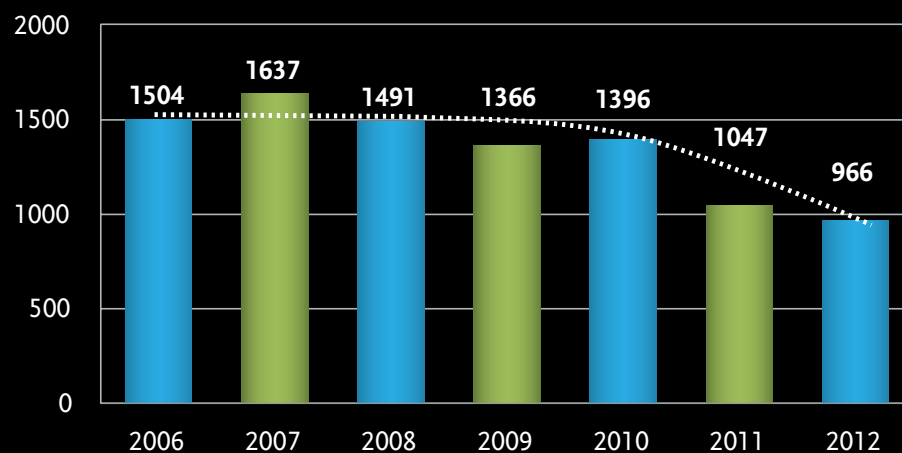
JUVENILE SERVICES: THE JOURNEY

Be it by accident, fault, or ill-fated circumstance, a youth on their journey to adulthood may come into contact with the Probation Department. The ultimate objective of the Probation Department is to provide the youth with the tools and knowledge necessary for them to stabilize and rebuild their lives and grow in to adulthood without further contact with the justice system. In fact, the population of youth in Juvenile Hall has steadily

declined since 2006 because of better assessments of offender risks and needs, the use of detention risk for the highest risk youth which allows for lower risk youth to remain with family or in the community.

Over the last seven years, a sample “one day” population in Juvenile Hall is delineated in the following chart – since 2006, Juvenile Hall population has seen a 42.67% reduction:

TOTAL JUVENILE POPULATION BY YEAR



Brought to JH	9861 – average 822 per month
Detained in JH	8865 – average 739 per month
Number released	996 – average 83 per month

Juvenile Hall

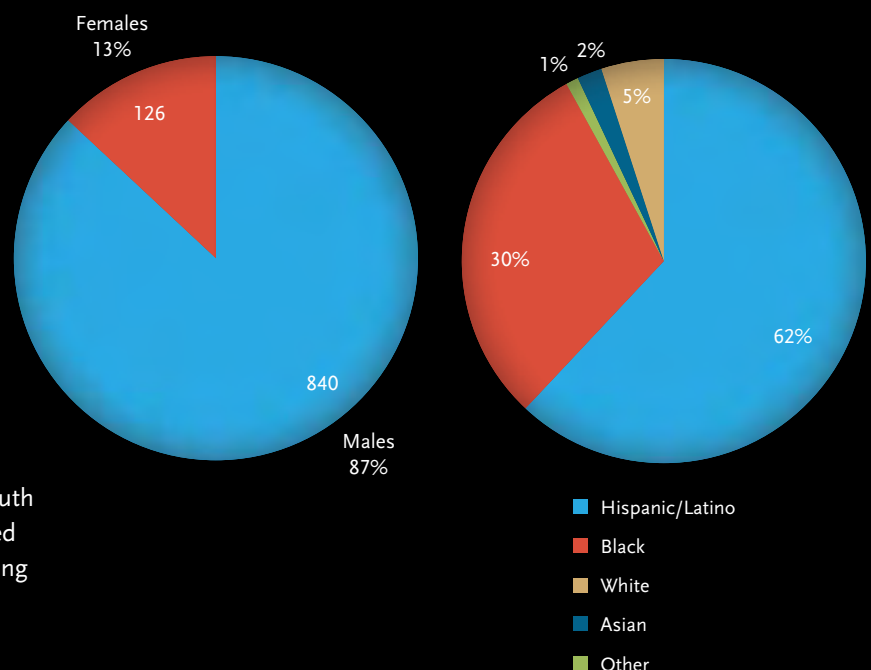
Police officers who intend on filing charges or has taken a minor in to custody may take them to one of three juvenile halls.

The Detention Services Bureau (DSB) is comprised of three (3) Juvenile Halls, Intake and Detention Control (IDC), Community Detention Program (CDP) and Transportation.

By talking to the youth and using risk assessments, the Deputy Probation Officer or Detention Services Officer determines whether a youth can go home and wait for their court hearing or remain in custody due to their risk factors. If it is determined that a youth must remain in custody, a detention hearing is held to report to the judge the justification for keeping the youth in juvenile hall. Youth with low risk factors are returned home to their families with the expectation of appearing in court.

INCARCERATED YOUTH POPULATION

AVERAGE DAILY TOTAL POPULATION OF 966 DURING 2012



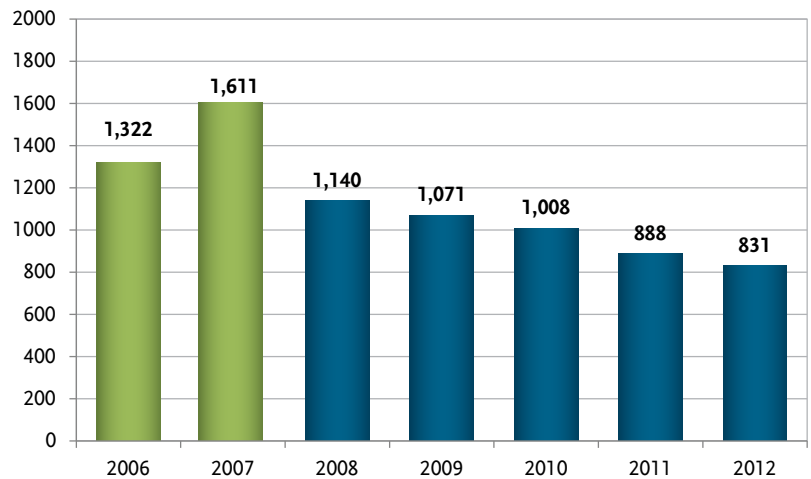
YOUTH IN GROUP HOMES

Juvenile Hall serves as an institutional setting that temporarily houses youth for primarily two reasons: prior to their court dates and/or after their court sentence, pending transition to out of home care.

Juvenile Hall is part of the Detention Services Bureau (DSB) which is comprised of three (3) Juvenile Halls, Intake and Detention Control (IDC), Community Detention Program (CDP) and Transportation.

Juvenile Hall programming includes:

- Commercially Sexually Exploited Children (CSEC) at Central Juvenile Hall – comprehensive program that assesses and addresses the needs of commercially, sexually exploited children through education, workshops, empowerment and stakeholder collaboration.



† Data Source: DCFS Datamart October 12, 2012

DID YOU KNOW...

Sometimes it is not law enforcement, but schools, churches, even parents who voluntarily bring their at-risk youth to the attention of Probation?

- Services to Developmentally Disabled Minors at Juvenile Hall – program that focuses on identification, programmatic participation to assist with rehabilitation while in detention and referrals to the local Regional Centers.
- Elite Family Unit at Central Juvenile Hall – guided by a multi-agency steering committee, EFU programming specifically designed to address the needs of detained youth under the jurisdiction of the Department of Children and Family Services (DCFS) and Probation.

Supervision

Once the youth appears in court, the judge can drop the case/charges, order a youth home on probation, to a group home, or to a probation camp. A youth and the family will have regular contact with their Deputy Probation Officer to support and monitor the youth's compliance with their conditions of probation. However, sometimes youth require a more restrictive environment in order to receive therapeutic services. These "suitable placement" orders direct the Probation Department to place the youth in a group home in which they

can receive individual, group and family treatment services.

There are some youth that require intensive supervision. The probation camps provide evidence-based programming to the youth and their families. The objective is to provide the youth with the skills to make the behavioral changes that will lead to a pro-social and law-abiding lifestyle. To facilitate the transition back to their families and communities, the Probation Department's Camp Community Transition Program (CCTP) focuses on preparing the youth's family and identifying community

DID YOU KNOW...

L.A. Probation has a one week program at Los Padrinos Juvenile Hall to improve female youth self-esteem?

resources in preparation of the youth's return home. CCTP Deputy Probation Officers make home visits while the youth is still in camp, contact community service providers, and work with the families on structuring their household to prepare for the return of their children. These after care models have improved the success of the youth reintegrating back into their families and communities.

DID YOU KNOW...

Even before a youth leaves camp, probation officers are already working with the youth's family and identifying help in the community to prepare for the youth's return home?

PROBATION SUCCESS STORY: JIMMY CHU

DEPUTY PUBLIC DEFENDER



My name is Jimmy Chu and I am a graduate of UCLA and earned my law degree at UC Berkeley. I currently am a public defender for Los Angeles County. My journey to this life was not an easy or obvious one.

When I was 17 years old, I was convicted in adult court to serve seven years in state prison for assault with a deadly weapon. But after I was convicted, I came under the watchful eye of Deputy Probation Officer Christopher Kuk.

I grew up the son of Asian immigrants in Monterey Park, California. When I was only 13 years old, my brother was killed in gang violence. I was surrounded by the gang culture. One day in high school, a gang member attacked me. I fought back with my bare hands. The police successfully made the case for 'assault with a deadly weapon' and labeled as a hardcore gang member without hope for rehabilitation. I was tried in adult court and plead guilty. The day I met Deputy Probation Officer Christopher Kuk, I was terrified, absolutely scared to death because of his reputation for putting kids behind bars. I knew if I violated the terms of my probation, he would send me to State Prison. But by then, I was attending community college and struggling to fulfill 120 hours of work for Caltrans graffiti

removal. I was sure Officer Kuk would send me back to prison for violating my court orders. Instead, he listened as I told him about my hours at school, my goal of transferring to UCLA and ultimately going to law school. He gave me a second chance and told me why in with his usual salty language, "You have too much potential to just let it all go to waste."

In my last year of law school in 2010, he called with his devastating news. My former probation officer, mentor and friend was diagnosed with a late stage Leukemia. I told him now was the time to relax and enjoy his life. His reply? "What the hell am I gonna do at home? I'm going into the office to do my job!"

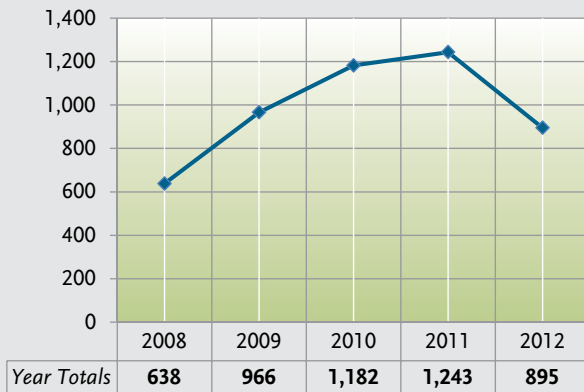
Let me close by telling you what Officer Kuk did for me, a punk kid, with no direction, during the last weeks of his life: Officer Kuk had told the CEO about my journey from criminal to criminal defense attorney and had told the CEO my dream was to be a public defender. Relying on Mr. Kuk's character and endorsement of me alone, the CEO of L.A. County who runs the Public Defender's office offered me the job I had passionately sought since I was 17. I hope the lesson in my story is to never give up on anyone.

INTRODUCTION TO CAMPS: RESIDENTIAL TREATMENT SERVICES

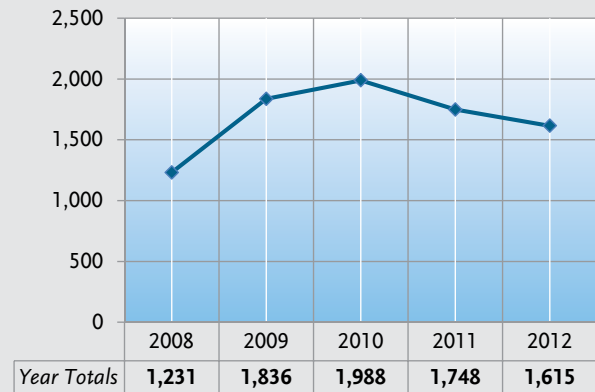
Every interaction that occurs in camp is viewed as an opportunity to work with the most high need youth in order to foster long term behavior change, decreased recidivism, and increase problem solving skills.

The approach involves incarcerating only the most high risk youth and diverting many youth to receive probation services at home or in community. There has been a 34% reduction since 2004 in the number of minors committed to the Camps.

Safe Crisis Management



Youth-on-Youth Violence



There have been 5 camp closures as a result of the population decrease. Programs now exist that are evidence based and provide cognitive programs to youth in custody. The objective is to enroll the right offender in the right program with the purpose of programs that help to reduce recidivism when the offender is returned to the community.

Department implemented a small group model in Camps Jarvis and McNair. Dorms that once held 110 youth, now have 40 youth, which has reduced the youth-on-youth violence, uses of force, and referrals to the Special Housing Unit (SHU). Using the Behavior Management Program and Aggression Replacement Therapy, youth have access to greater independence and more privileges as they demonstrate increased behavioral skills and control. Youth with sustained positive behavior can earn the ability to request early release consideration.

In addition to three juvenile halls, the Probation Department now operates nine juvenile camps for youth receiving treatment for three to 12 months.

- Central Juvenile Hall, Los Angeles, CA
- Los Padrinos Juvenile Hall, Downey, CA
- Barry J. Nidorf Juvenile Hall, Sylmar, CA
- Challenger Memorial Youth Center, Lancaster, CA
- Camp Afflerbaugh, LaVerne, CA
- Camp Gonzales, Calabasas, CA
- Camp Kilpatrick, Malibu, CA
- Camp Miller, Malibu, CA
- Camp Mendenhall, Lake Hughes, CA
- Camp Munz, Lake Hughes, CA
- Camp Paige, LaVerne, CA
- Camp Rockey, San Dimas, CA
- Camp Scott, Santa Clarita, CA
- Camp Scudder, Santa Clarita, CA
- Dorothy Kirby Center, Los Angeles, CA



In collaboration with LACOE, the Probation Department implemented two programs that celebrated their grand opening in 2012. A vocational program named "The Building Skills Center" celebrated its grand opening on March 28, 2012; the Advanced Path Program which assists youth that are behind in their school credits celebrated its grand opening on June 1, 2012.

Consistent with Chief Powers' strategic plan, the Probation

MAKING THE TRANSITION

"The most powerful tool a Probation Officer has is the power of the pen. When you write a court report, remember that your recommendation can affect that youth forever. Do your diligence and ask yourself if this was my child what would I want my probation officer to look at?"

– David Mitchell, Bureau Chief

The goal of the program is to reunify the youth with their family, to reintegrate or transition probation youth back into their community, and to assist them in achieving a productive crime free life.

During the calendar year 2012 as compared to 2011, there was a 20% decrease in the numbers of youth receiving Camp Community Placement orders.

The reduction in the camp population is an indicator of the Probation Department's progress in minimizing youth confinement in camps.

The fundamental objective of a camp program is to have focused time with the youth who need residential treatment geared toward developing effective life skills. The evidence-based therapeutic approach the Department uses is grounded in reinforcing the actions you want to see. A system of rewards, positive reinforcement, and building up the cognitive

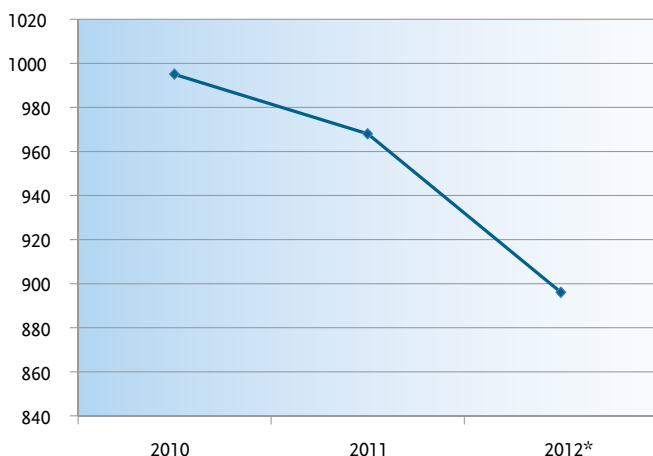
piece in rehabilitation is the key to success. In order to ensure a smooth transition back to their homes and communities, the Probation Department provides after care services through the Camp Community Transition Program (CCTP). The services provided by CCTP begin prior to the youth's release from camp, followed by a 30 to 60-day intensively supervised transition period to ensure prompt school enrollment, community service, and participation in selected programs provided by community-based organizations until the youth's court jurisdiction is terminated.

The Deputy Chief of Institutions, Felicia Cotton points out the conundrum of what a child needs but is not getting at home. The Probation Department fills this void by teaching and providing the cognitive tools that the youth use to manage their behavior when they return to their community. Once back in their community, "wrap around" services may be provided to help the youth transition back into their family and school. Youth may also be assigned to a school-based DPO to ensure

"I wear multiple hats from receiving and processing new suitable placement cases to identify the appropriate group home setting for a particular youth. The whole process has made me realize that it is multiple people, not (just) one person who helps a youth return to home."

"A number of my parents have recently commented that I really care about the families, that I listen to them more than their experiences with previous DPOs, which I do not judge them, and they appreciate that I don't give up on them."

AVERAGE GROUP HOME POPULATION



*Exits from group homes that were Home on Probation or Jurisdiction Terminated reached 997 during 2012. Once a Suitable Placement order is made the average length of time a youth is detained in Juvenile Hall is 8.5 days.



school success. A DPO meets with the family to support them using the same cognitive approach used with their child while in camp. This is a new concept because the public perception has always been that structure and discipline are what leads to positive outcomes.

Working closely with the Los Angeles County Office of Education (LACOE), a system was developed to provide the youth exiting a camp program with a hard copy of their transcripts. This major accomplishment has allowed families to enroll their child back in their community school with minimal delay in order for them to begin the re-integration process. With the combination of home visits to prepare a family action plan in preparation of the youth's return, the transition from camp to community has been more seamless.

Suitable Placement

Most suitable placement youth are removed from their homes and placed in a safe environment (with a relative/guardian, group home, psychiatric hospital, Dorothy Kirby Center, etc.) pending resolution of the minor's issues.

The Probation Department provides aftercare supervision, independent living services, and administration of federal

money for youth requiring removal from their homes because of abuse or neglect.

Assembly Bills (AB) 12, 212 and recently, 1712, passed in September of 2012, comprises "The California Fostering Connections to Success Act". This law redefines foster care eligibility to allow youth to remain in care past the age of 18 and up to 21 years old. Perhaps most importantly, it created a new juvenile jurisdiction, known as Transition Jurisdiction, that allows youth who have completed their terms of probation to continue to benefit from foster care services up to their 21st birthday. Probation developed a new program, Transition Jurisdiction Services (TJS). AB 12/212 went into effect on January 1, 2012. By December 31, 2012, the TJS was effectively managing 80 cases.

Another unique component of AB 12 is the creation of a new type of foster care placement; Supervised Independent Living Placement are settings a youth can live if they've demonstrated a degree of independence and responsibility. These could be apartments with roommates, renting a room from a relative or family friend, or a dorm room.

"Sometimes we are the only persons that get a view of the minors' homes and neighborhoods. I believe that my main goal is to ensure the minor's safety in the homes of relative/non-relative caregivers."

"We reach out to youths to give them a second chance in life and that there is hope for a new horizon in lives of the youth we encounter."



PROBATION SUCCESS STORY: JESSICA CHANDLER

GRADUATE STUDENT



My name is Jessica Chandler and I am a 24 year old graduate student getting my Masters Degree in social work from Cal State Northridge. I am the mother of two amazing little boys. My journey began in Carson, California when I was 8 years old and my parents divorced. My mom was diagnosed with breast cancer. I don't know how to say this any other way but during that time, she lost her mind. Those years were spent running away, stealing, fighting. I was aggressive, angry, violent and impulsive. My mother would spank me so hard, but I refused to cry in front of her, but later, the tears would fall freely in private. We were very poor, living in a one bedroom apartment surviving on welfare; six angry little children who were poor and hungry. By the time I was 12, I was arrested for stealing food. Once I entered the system, it would be another six long years before I came out to a different life.

When I came home with food, clothes or money I would get praised by the siblings. It was nice to have an identity even if it was as a criminal. When I was at Los Padrinos Juvenile Hall, I would go to school. I figured if I got enough educational credits to graduate from high school, I would qualify for money and transitional housing. The only value I felt in my life was to provide for myself and my siblings.

During one of the rare times I was back at home, I was 16 and got a job at a restaurant. I noticed that there were two kinds of people working there; workers like me bussing tables and washing dishes, and managers who seemed to just standing

around making more money while the staff did all the work. Someone told me it was because they had a something called a "Bachelor's Degree". I said I had to get me one of those! I started asking questions of L.A. County Probation and also non-profit agencies to see I could qualify for college. That's when I met Probation Director, Michael Verner who literally pushed me through my education. I knew that I could not work at hard labor. By this time I was 18 years old and pregnant with my first son. Mr. Verner thought I was smart and would call and tell me about resources whether it was housing, child care services, every opportunity every idea went through, every scholarship including money from L.A. County Probation's 'Success Is Our Future' Program.

Mr. Verner would guilt me in to my success. I would never tell him when I failed a class. I would just keep taking it over and over until I passed. Ultimately I attended thirteen different high schools and also earned credits toward graduation at Juvenile Hall. Today, I am sponsored through a California Social Work Education Scholarship which assists me as I work for a degree in exchange for working 2 years for the department after graduation. I am an Ambassador for Child Welfare for L.A. County. As such I travel to Sacramento regularly to provide input to the Co Investment Partnership of the state of California, advocacy groups. I am interning for the Alliance for Children's Rights and advocating for parenting conferences for pregnant and or parenting youth who are in the probation system. I am still hungry though, but not for food, but to make a difference in other youths' lives.

THE JUVENILE JUSTICE CRIME PREVENTION ACT

(SCHOOL-BASED, HOUSING-BASED, GENDER SPECIFIC SERVICES)

Where better to serve youth and families than in the community in which they live? Under the Juvenile Justice Crime Prevention Act (JJCPA), the Probation Department developed programs that are school-based, housing-based, park-based, and gender specific.

School-Based

The Deputy Probation Officers (DPOs) of School-based programs are assigned and placed on designated school campuses with a focus on monitoring school attendance, behavior, and academic performance. Programs target high schools and select feeder middle schools with a focus on early intervention. Success in school is largely determined by regular school attendance. DPOs are responsible for taking all appropriate measures to ensure that minors are in school every day. By creating a Truancy Recovery Plan, DPOs get the youth to school while supporting the educators and school administrators.

Housing-Based

The Probation Department identified three high-needs city housing developments to provide services. These services offer a holistic approach to working with the youth and his/her family. DPOs are available to intervene immediately and effectively when delinquent behavior occurs. By ensuring that a swift and appropriate response occurs, DPOs can prevent delinquent offenders from becoming chronic offenders or prevent them from progressively escalating to more serious and violent crimes.

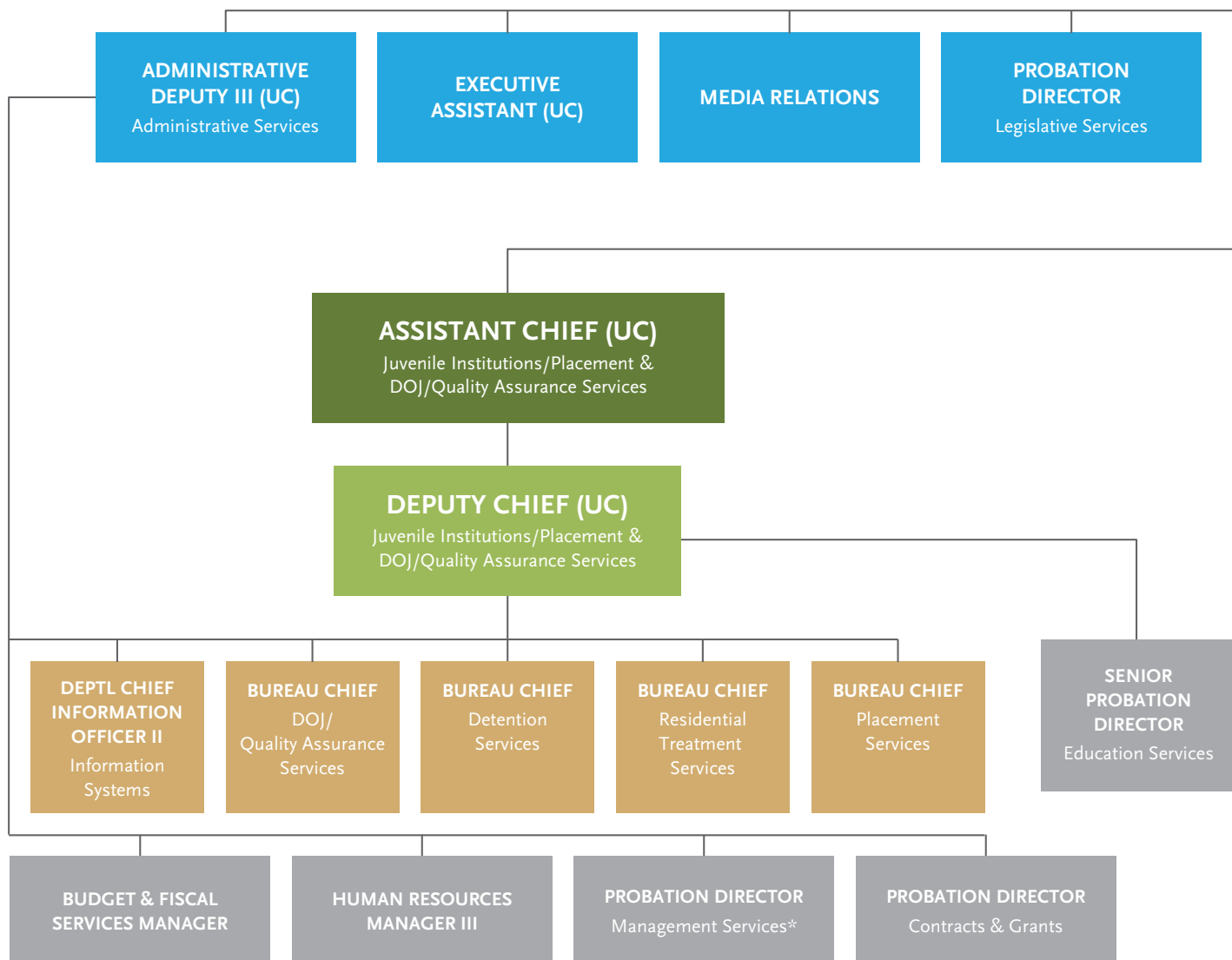
Park-Based

DPOs can also be found providing Park-based/Afterschool Enrichment services. Working in collaboration with city parks, community-based organizations, and faith-based organizations, the Probation Department required mandatory training to all the community-based organizations and faith-based organizations working with the youth to ensure they adhered to the evidence-based practices that research has shown to provide positive outcomes.

Gender-Based

The Probation Department has long recognized the unique needs of girls in the juvenile justice system. It developed evidence-based gender-specific services for female youth on formal probation and for girls that are not on probation but live in neighborhoods identified as high risk and high need. The program provides intensive, family-centered, community-based services to a targeted population of female youth and their families using gender-specific community based resources. The program goals are to provide services that support the growth and development of female participants, to avert an ongoing escalation of criminal and delinquent behavior, and to promote school success and healthy social development. Services to female participants are intended to increase protective factors and decrease risk factors using the strategy of building on family strengths and address family shortcomings as they relate to the minor.

PROBATION DEPARTMENT FY 2012-13 EXECUTIVE STRUCTURE



**Pending reorganization*

DISTRICT BUREAU CHIEF'S JUVENILE AND ADULT AREA OFFICES AND OTHER FUNCTIONS

First District

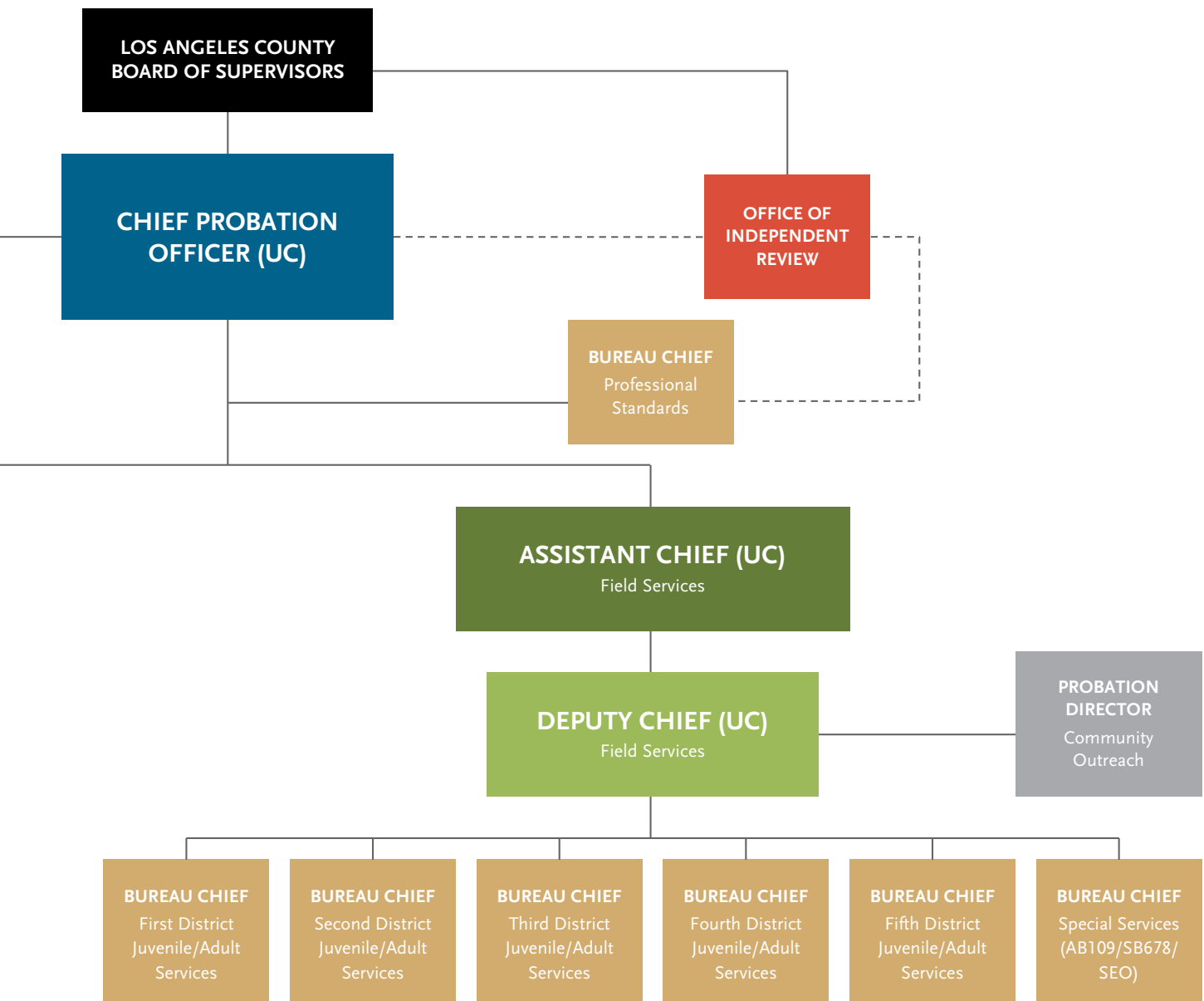
East Los Angeles Area Office
N.E. Juv. Justice Center (Incl. Spec. Needs Court)
NEJJC – Dual Supervision/241.1 WIC Inv.
Pomona Valley Area Office (Incl. DUI Grant)
San Gabriel Valley Area Office
JJCPA – School-Based Cluster 1
CCTP/CCTP-YOBG

Second District

Centinela Area Office
Crenshaw Area Office
Firestone Area Office
Kenyon Juvenile Justice Center
South Central Area Office
Intensive Gang Supv / DJJ
JJCPA – School-Based Cluster 2

Third District

East San Fernando Valley Area Office
Santa Monica Area Office
Van Nuys Area Office
Farm In Farm Out
Juvenile Citation Diversion
Juvenile Day Reporting Center
JJCPA – School-Based Cluster 3
Pretrial Services
Teen Court
Developmentally Disabled Minors



Fourth District

Harbor Area Office
Long Beach Area Office
Rio Hondo Area Office
ASCOT Program
Central Adult Investigations
Central Records
Domestic Violence Monitoring Unit
JJCPA – School-Based Cluster 4

Fifth District

Antelope Valley Area Office
Foothill Area Office
Riverview Area Office
Valencia Sub-Office
Court Officers
Gang Alternative Prevention Program
(Foothill, Pomona, Rio Hondo, Van Nuys, Antelope Valley)
JJCPA – Administration
JJCPA – School-Based Cluster 5

ADMINISTRATIVE SERVICES



As the largest probation department in the nation, the Los Angeles County Probation Department requires extensive internal support services that are provided through the Administrative Services Bureau (ASB). ASB is comprised of Budget and Fiscal Services, Contracts and Grants Management, Human Resources Division, and Management Services. ASB prepares and monitors the Department's budget, provides examination and recruitment, hiring of staff, Return-to-Work Program administration, payroll functions, employee relations and civil service advocacy. In addition, ASB manages facility services and provides ancillary services throughout the Department. A description of each ASB operation is identified below.



BUDGET AND FISCAL SERVICES OFFICE

The Department has an operating budget of \$820 million and 6,509 positions. Since July 2011, the following significant actions contributed to the Probation Department's strong fiscal position:

- **Expenditure Reductions** - In July 2011, the Department worked with the Chief Executive Office and reduced spending by approximately \$35 million.
- **Legislative Changes** - The 2011 Public Safety Realignment resulted in approximately \$100 million in stable funding for our Juvenile Programs. Prior to this change, the funding source for these programs came from highly volatile vehicle sales that often resulted in revenue shortfalls to the Department. The stabilization came from a new fee that is guaranteed by a shift in sales tax if overall funding levels are not achieved by the fee.
- **New Programs** - The 2011 Public Safety Realignment also provided over \$70 million in new funding to carry out AB 109 mandated functions.

These changes have aligned our budget, strengthened major revenue streams, and provided new revenue opportunities that have collectively improved the Probation Department's financial position. The Budget and Fiscal Unit is comprised of: Budget Unit, Accounting Unit, Probationer Account Unit, Federal Reimbursement and Auditing Unit, Cashiering Unit, Centralized Restitution Unit, Contracts Development and Grants Management.

Facilities Planning

This team of staff specialist analyzes and prepares departmental facilities space requirements, provides

comprehensive space requests to the County's Chief Executive Office of Real Estate and Leasing, oversees capital projects such as new construction space utilization, office modifications and general building maintenance, repairs and upgrades associated with the American Disabilities Act (ADA), and the Department's Injury and Illness Prevention Program.

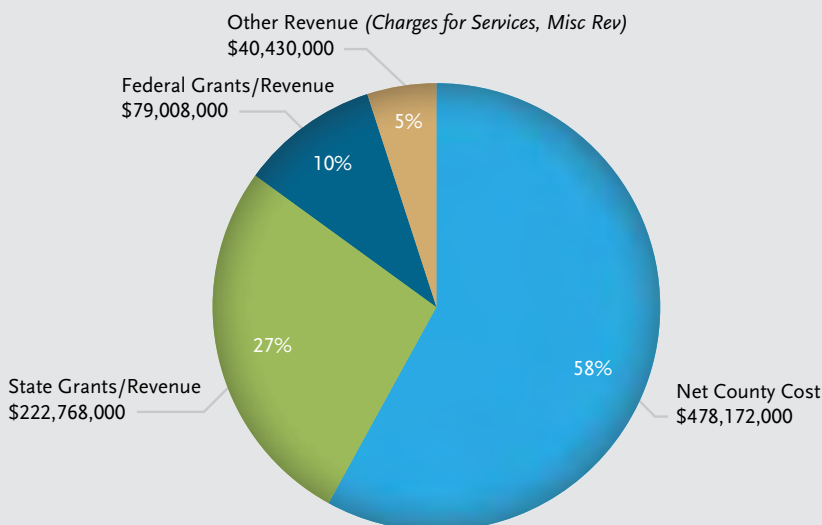
Departmental Emerging Technologies (DET) Workgroup

The Departmental Emerging Technologies (DET) workgroup is comprised of staff from various sections of Management Services, which include Communication Services, Facilities Planning, Fleet Management, Food Services, Warehouse Operations, and the Work Crew Services Program. The purpose of the DET workgroup is to conduct feasibility studies, through research and product testing, on technologies that have a direct impact on employee safety, productivity and lead to improving the level of Probation services.

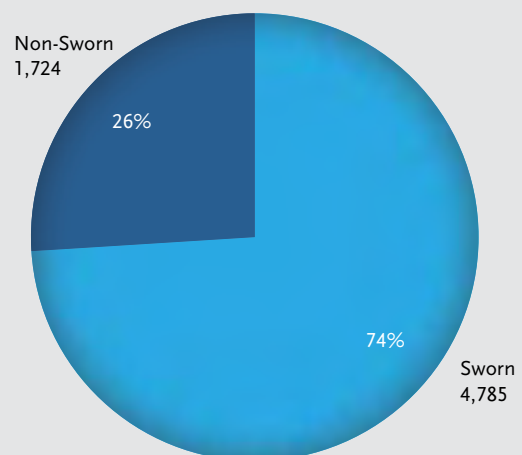
Currently the workgroup is focusing its efforts on providing innovative solutions to the following initiatives:

1. **Cellular Phone Systems** - Management Services Communications section is piloting cellular devices that test the responsiveness of panic key systems, the operational effectiveness of Push-to-Talk devices, and technology that limits staff texting while operating a vehicle.
2. **Computer Tablets** - With the guidance of ISB, various bureau operations are reviewing the Apple iPad and the Samsung Galaxy tablets to determine the better device for common computer functions.

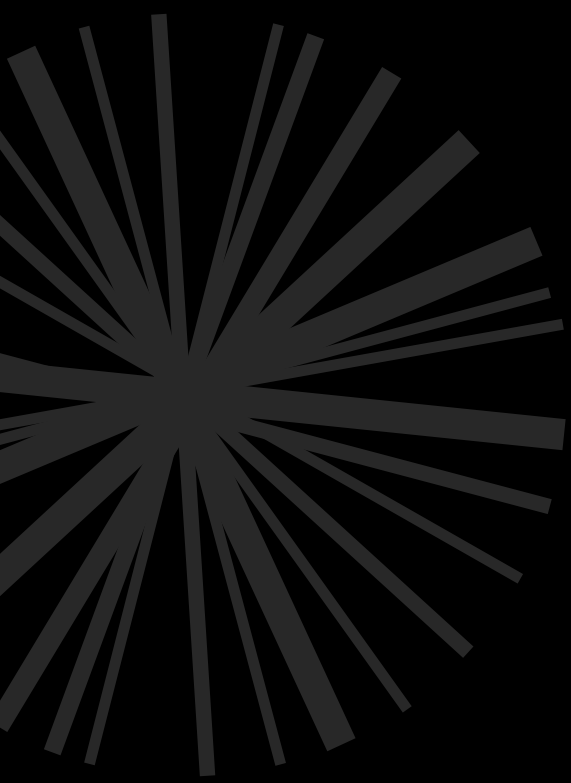
FINAL ADOPTED BUDGET FISCAL YEAR 2012-13



POSITION BREAKDOWN FISCAL YEAR 2012-13



ADMINISTRATIVE SERVICES



The Los Angeles County Probation Department is the largest in the nation. It has approximately 6500 employees of which 4500 are sworn peace officers and 2000 are administrative professional and support staff. Its Human Resources Division (HRD) is multifaceted in order to address employees who work various schedules to properly staff 24-hour programs including residential oversight of our youth. A team of 100 work in HRD to provide comprehensive services to our employees, management and to the public.



in general, and to HRD specifically. To this end, during 2012, exams were conducted for all peace officer classes in the Probation Department. Consistent with MOU provisions, all peace officer vacancies must be posted, and employees eligible for lateral transfers are permitted to bid before offers can be made from the promotional list. Filling AB 109 vacancies through lateral transfers and internal promotions, while maintaining staffing levels in other operations such as camps, has been a significant challenge.

The HRD team processes all new hires, promotions, step advances, bonuses, payroll transactions, performance evaluations, and terminations and resignations. They review classification allocations (levels of positions based on duties), manage Return To Work cases, inventory and issue badges to

peace officers and identifications to all employees, conduct risk mitigation studies, and maintain union relations and oversee the grievance process. HRD maintains individual personnel files for all employees, assist with employee benefit issues, track all vacancies through the maintenance of a position control, manage an average of 2000 volunteers, produces a newsletter, oversee workplace programs, and provides consultative services to employees and management.

The Probation Department's Human Resources Division works together to support their employees and provide them the services they need to understand the Civil Service process, their responsibilities, and their rights. HRD serve as an extension of management to provide the executive staff the tools they need to make informed decisions consistent with all applicable regulations and policies. HRD is a critical contributor to the success of the Probation Department.





